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25 February 1977

AGENCY INVOLVEMENT IN COMMUNITY RELATIONS PROGRAMS

1.   The Civil Service Commission encourages Federal agencies to include participation in community relations programs as part of their Equal Employment and Affirmative Action Plans. In the past the Agency has not been extensively involved in such programs.

2.   It will be the policy of the Agency to engage in community relations programs in accordance with its responsibilities as a member of the Federal family of agencies. The programs I approve will be within the limits of existing authority and will reflect our responsibility as an intelligence agency. Examples include but are not limited to the following:

    a.   Developing orientation programs at headquarters to acquaint students and other citizens with the mission, function, and working environment of the Agency.

    b.   Participating in programs in which the Agency would explain its involvement in particular disciplines such as engineering, photoscience, cartography, and computer science.

    c.   Cooperating with community organizations, such as schools, civic groups, etc.

    d.   Exploring the feasibility of voluntary tutorial programs that would aid in the development of community students for Federal employment.

3.   In pursuit of the goals and objectives of the Agency's Equal Employment and Affirmative Action Plans during the year, the Office of Equal Employment Opportunity, the Office of Personnel, the four Directorates, and the Independent Offices will consider potential community relations programs and ensure that they are properly coordinated with appropriate components. I urge your cooperation and participation, and solicit your suggestions.

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E. H. Knoche
Acting Director of Central Intelligence

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